



# **5-Year Plan (2010 to 2015) – DRAFT 1**

## **San Juan Islands Conservation District**



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### **Organization of the San Juan Islands Conservation District**

A political subdivision of the State of Washington – authorities, powers and structure contained in RCW 89.08.

The San Juan County Conservation District was formed in 1964 with the consolidation of separate conservation districts that had served San Juan, Orcas, and Lopez Islands from the late 1940s. District boundaries are the same as those of San Juan County and include the Town of Friday Harbor. The District was established to conduct conservation-related research and education and to implement programs and projects that conserve renewable natural resources. The District does this work through a direct and strictly voluntary working relationship with private landowners and other residents of this community.

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### **Function of the San Juan Islands Conservation District**

To make available technical, financial and educational resources, whatever their source, and focus or coordinate them so that they meet the needs of the local land manager with conservation of soil, water and related natural resources.

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### **Who We Serve & Why**

The San Juan Islands Conservation District serves residents of San Juan County. We assist and educate them to conserve soil, water and natural resources.

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### **Mission of the San Juan Islands Conservation District**

To work with landowners and residents to develop sustainable land use practices that protect and conserve San Juan County's soil, water, and other natural resources for wildlife habitat, forestry, farming, residential, and other uses.

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### **Vision of the San Juan Islands Conservation District**

The San Juan Islands as a community in which conservation and stewardship are the norms.

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### **Values of the San Juan Islands Conservation District**

- Implement conservation best management practices on a broad scale throughout San Juan County – in agricultural, residential and commercial settings.
- Gain wide acceptance of conservation and stewardship as primary community values. Make conservation a major consideration in day-to-day decision-making of district residents. Engage individuals, businesses, and the community in general in active conservation efforts and practices.
- Achieve significant preservation/restoration outcomes.
- Develop knowledge/data needed 1) to engage in and support effective natural resource planning and preservation and 2) to advocate for implementation of the conservation and stewardship measures necessary to prevent degradation of the natural environment of the San Juan Islands.
- Firmly establish the district as a stable and reliable conservation resource for the community – including secure funding and capacity to plan comprehensively and stay on course.

- Assure/increase efficiency and effectiveness of conservation projects and avoid duplication of effort – assure that the work of the district is collaborative and fully integrated with the plans and efforts of other organizations and entities with similar conservation and stewardship objectives.
- At all times conduct district operations in an efficient, effective, and fully accountable manner.

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## **Natural Resource Priorities, Measures of Success and Goals:**

### ***Natural Resource Priorities***

- Healthy tilled and untilled soils,
- Healthy quality and quantity of water,
- Continuity and function of natural hydrological systems,
- Continuity and function of terrestrial, riparian, shoreline and marine nearshore habitats,
- Healthy agricultural, meadow, and forested lands, and
- Sustainable locally-based agriculture and forestry.

### ***Measures of Success and Goals***

- Assist landowners in the implementation of conservation best management practices in agricultural, forested, residential, and commercial settings.
  - Prepare 20 Resource Management System farm/forest plans per year that include implementation of BMPs.
  - Provide information to landowners regarding programs that provide funding support to install and maintain BMPs.
  - Prepare 22 low-impact development (LID) plans per year to landowners in residential and commercial settings.
  - Provide programs for residential and small acreage landowners, such as mud management, water conservation, backyard conservation and backyard wildlife habitat that are popular and effective – both as part of farm/forest plan and LID plan presentations and in response to calls for service.
  - Provide a comprehensive program of water conservation BMPs for residential, commercial, and agricultural landowners – both as part of farm/forest plan and LID plan presentations and in response to calls for service.
  - Obtain funding for local cost share programs for BMP implementation.
- Gain wide acceptance of conservation and stewardship as primary community values by providing examples of specific actions.
  - Continue an ongoing education program that includes bi-monthly press releases, bi-monthly electronic newsletters, website updates, displays and presentations at public events, and district-sponsored workshops.
  - Provide examples of specific conservation methods, best management practices and techniques, and how to's.
  - Utilize demonstration sites and tours of lands (both public and private), 2 per year.
  - Focus upon success stories and partnerships in press releases, electronic newsletters and on the website.
- Promote natural resource conservation as a normal part of day-to-day decision-making of district residents.
  - Provide San Juan County landowners, land managers, and residents with:
    - 1) information about the importance and function of local natural systems and how to practice conservation and stewardship,
    - 2) guidance for implementing specific best management practices, and
    - 3) guidance for implementing specific conservation practices.
  - Provide training workshops to local government, NGO and business staff.
  - Provide information to county residents about the benefits of low impact development and sustainable land use practices.

- Support and promote locally-based sustainable agriculture and forestry.
  - Continue to support the collaborative “early warning system” for current use programs with SJC Assessor and Community Planning and Development for General Open Space, Open Space Agriculture, Open Space Forest Lands and Designated Forest Lands. Allows timely response for planning on threatened properties.
  - Continue active membership in the San Juan Islands Agricultural Guild as a board member representing the SJICD to help establish a permanent farmers market in the county and other projects that support local farm and forest conservation measures by attending 10 monthly meetings per year.
  - Continue to support the San Juan County Economic Development Council/Agricultural Resources Committee growth of sustainable agriculture — commercial and non-commercial — in the San Juan Islands by attending 20 board meetings of SJ ARC and SJ EDC per year, and attend as a member of one Agricultural Preservation Subcommittee 4 meetings per year.
  - Support efforts to make both public and private lands available on a **long term** leasehold basis for agricultural use by both current and new agricultural operators.
  - Assess sustainable forest resource opportunities in San Juan County.
  - Review and develop recommendations regarding conservation policy and local property tax programs.
  - Maintain an accurate and current contact list year-round for San Juan County farm and forest owners who may be interested in cost share programs through EQIP and WHIP funding cycles. Assist with site visits as needed.
- Partner at the local, regional, state and federal levels in order to increase the efficiency and effectiveness of conservation planning and projects.
  - Assess each CD effort and project to determine the appropriate partners, enlist their participation, and formalize the collaborative structure if necessary.
  - Assess each local and regional effort involving natural resources to determine the level of participation by CD staff/board.
  - Strengthen coordination between nearshore and terrestrial conservation efforts by focusing on watershed functions.
  - Ensure that the work of the CD is coordinated with the plans and efforts of other organizations and entities with similar conservation and stewardship objectives.

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**Critical Geographic Areas: (see attached maps, **note maps will be replaced with better quality graphics in final 5-Year Plan**)**

- Refer to designated areas on the maps of San Juan Island, Orcas Island, and Lopez and Shaw Islands
- The Friends of the San Juans designated the entire San Juan County as a critical aquifer recharge area (2009)

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**Information – Education Priorities, Measures of Success, and Goals:**

- Gain wide acceptance of conservation and stewardship as primary community values. Make conservation a major consideration in day-to-day decision-making of district residents. Engage individuals, businesses, and the community in general in active conservation efforts and practices.
  - Serve as an educational and technical resource to San Juan County landowners and managers on agriculture, forestry and natural resource conservation issues – capitalize on educational opportunities when presenting farm/forest and LID plans to landowners and managers.
  - Provide information on natural resource conservation, land stewardship, and low impact development to San Juan County residents through bi-monthly press releases, bi-monthly electronic newsletters, annual newsletter and website updates.
  - Partner with organizations and agencies to deliver workshops on natural resource conservation.
  - Promote landowner achievements in conservation, low impact development and land stewardship through bi-monthly press releases , bi-monthly electronic newsletters, annual newsletter, and website updates.

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### **District Operations Priorities Measures of Success, and Goals:**

- Ensure that the SJICD continues as a stable and reliable conservation resource for the community by securing funding and ensuring the capacity for long range plans.
  - Assure the renewal of the 5-year special assessment in 2010 for the SJICD - provides stable core funding for ongoing district operations and projects, preserves infrastructure, and leverages additional grant funding to achieve goals.
  - Pursue funding opportunities through NRCS, WSCC and other agencies including partnering with other groups.
  - Provide opportunities for SJICD staff to attend the WADE Conference, NRCS technical training, and WSCC webinars annually.
- At all times conduct CD operations in an efficient, effective, and fully accountable manner, achieving WSCC District in Good Standing status each year, to include at least the following functions:
  - Grants management (grant vouchering, reporting, project evaluation).
  - Budgeting, budget management, accounting.
  - Personnel management; staff training and development.
  - Governance (including supervisor elections and appointments).
  - Annual and long-range planning.

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### **Trends Impacting Conservation in the San Juan Islands Conservation District**

- Development pressure, land conversions, population growth.
- Changes in the sustainability of agriculture in the islands.
- Lack of comprehensive and current data with regard to the state of natural resources of the San Juan Islands.
- Lack of knowledge or commitment on the part of many district residents with regard to their responsibilities for preserving natural resources and the conservation and stewardship practices that will fulfill those responsibilities—need for change in community attitudes.
- Climate change—need to understand local impact and needs for adaptive strategies.
- Increasing obsolescence or incompleteness of natural resource data needed to make informed decisions about conservation practices and priorities.
- New evidence of environmental vulnerability as virtually the entire county is determined to be critical recharge area.
- Growing transiency of local population.
- Decline in capacity of local government to monitor and enforce conservation/environmental laws and regulations .

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### **Strategies, Services & Products to Address Trends**

#### ***General Methodologies:***

San Juan County Conservation District employs four basic operational methodologies in promoting conservation and stewardship. The District believes strongly that *all four* must be incorporated into District efforts if maximum “on-the-ground” conservation impact is to be achieved.

- Direct assistance to individual landowners (farm and forest and other conservation planning, informal technical assistance, financial assistance),
- Work with groups (planning, organization, education, and technical assistance to enhance their impacts),
- Collaboration (aligning the District with others with a like-minded agenda to collaborate on specific projects, with a view to achieving greater effectiveness and efficiency in accomplishing conservation outcomes), and
- Public information/education (working to change individual values and behaviors in favor of a strong conservation and stewardship ethic).

**Strategies:**

Examples of specific strategies for addressing priority resource concerns and achieving district goals include those that will:

- Offer alternatives to land conversions and development and information about the consequences of and limitations on development; when development occurs, encourage and support low-impact development practices,
- Encourage agricultural practices that are sustainable (animals limited to carrying capacity; maintaining soil tilth and fertility; appropriate use of fertilizer; managing animal waste; preventing erosion; keeping animals out of streams, wetlands, and other water bodies),
- Support maintenance and expansion of commercial agriculture and agricultural uses of land;
- Promote effective management of stormwater and runoff (limiting impervious surfaces, careful attention to road design and maintenance, etc.),
- Disseminate information about the character and limitations of local resources, such as the water supply; promotion of alternatives and conservation practices,
- Encourage conscious and environmentally sensitive decisions about consumption;
- Encourage careful maintenance of septic systems and other conservation and stewardship infrastructure,
- Provide the knowledge and promote awareness of the importance of avoiding import of noxious or invasive species and elimination of those already present in the islands,
- Educate the public with regard to a very broad range of conservation issues, practices, BMPs, and values and support and encourage their implementation,
- Encourage a sound knowledge and understanding among residents of the islands with regard to natural systems of the San Juans,
- Increase the use of “hands on” and other experiential strategies (e.g., tours, demonstration sites, interactive projects) in public education activities of the District,
- Make effective use of local media in reaching the public with an integrated and comprehensive conservation message (including, for example, regular natural resource columns, occasional series of articles about cooperators and others who are practicing effective conservation, press releases and guest editorial comment on conservation issues of special concern),
- Ensure that operators of non-commercial farms/ranchettes (especially those who are new to the islands) are fully knowledgeable with respect to conservation needs and requirements and related stewardship obligations—and of resources available to assist in fulfilling those needs and obligations,
- Promote and assist in healthy management of forest lands that are components of residential parcels or common lands,
- Encourage renewable energy use and energy conservation to reduce our community’s carbon footprint,
- Reduce the solid waste stream.

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**Natural Resource Data:**

- *Enter a summary of the natural resource status using existing data. Attach maps and data in an appendix to this plan.*

**TO DO – Dana to help**

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**Staffing Needs**

- Resource Planner I – Develops farm and forest plans, provides educational programming, represents District at meetings, provides educational programming
  - Resource Planner II – Develops and assists with farm plans, develops LID plans, represents District at meetings, provides educational programming, web site management
  - Office Manager – attends to administrative and financial matters to ensure the smooth running of the office and compliance with WSCC, communication and outreach (e-newsletters, media), coordinates with Board of Supervisors
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## **Annual Budget Needs (to continue operations at current level)**

### **Revenue:**

Washington State Conservation Commission	66,000
Natural Resources Conservation Service	13,000
County Conservation Assessment	76,000
<b>Total Revenues</b>	<b>\$155,000</b>

### **Expenses:**

Salaries and Benefits	\$117,434
Travel and Training	1,329
Supplies	5,200
Minor Equipment	2,000
Professional Services	3,600
Communications	4,600
Advertising	600
Rent and Utilities	9,600
Insurance	4,600
Miscellaneous (incl. dues & taxes)	6,037
<b>Total Expenses</b>	<b>\$155,000</b>

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## **Key Decision Makers**

The Board of Supervisors are the key decision makers for the San Juan Islands Conservation District. As of April 2010, they are Peter Walmsley (Chair), Vicki Heater, Shannon Hoffman, Henning Sehmsdorf and one yet-to-be appointed Supervisor. The Supervisors provide direction to the Resource Planners, Bruce Gregory and Dana Kinsey, and Office Manager, Josie Byington.

### **Vicki Heater, Appointed Board Member 2009**

#### **Background - Water Quality**

Vicki has been associated with the San Juan County Conservation District since 1994. She is an environmental health specialist with the SJC health department and is lead staff for the county's drinking water program. She is also watershed lead for WRIA 2 and developed the San Juan County Watershed Action Plan under the Non-Point Rule (400-12 WAC) and is currently working on water resource planning under RCW 90.82. She has been actively involved with the San Juan County Pony Club since 1986 and teaches riding and horse management. She and her husband live on 24 acres, which includes a small farm and 20 acres of forestland.

### **Shannon Hoffman, Board Member, Elected 2008**

#### **Background - Stormwater**

Shannon is dedicated to natural resource conservation. She has worked as a stormwater technician for San Juan County Public Works as well as Community Planning and Development. She now runs her own business as a stormwater consultant. She lives on Lopez Island.

### **Henning Sehmsdorf, Elected 2010**

#### **Background - Sustainable Farming**

Henning and his wife, Elizabeth have owned and operated S&S Homestead, a sustainable, organic meat and produce farm on Lopez Island for over 30 years. Their mission is to develop and maintain an environmentally and economically sustainable farm that will: 1) grow organic soils and pastures; 2) produce high quality organic foods for both family and the community and improve local food security and control; 3) recycle farm wastes to produce farm fertility inputs; 4) train apprentices and interns in sustainable and organic farm practices; and 5) promote the growth of small-scale, community-based farming in San Juan County and beyond.

Henning is currently engaged in a project supported by a SARE grant to demonstrate the technical and economic feasibility of growing organic grain on small acreages using appropriately scaled (experimental) harvesting equipment. Henning says that "Sustainability means not only using land for your own benefit, but preserving it for use by your children and grandchildren. It goes beyond organic farming to include a balance of landscape, plants, and animals. It means your practices are environmentally sound, economically viable, and socially acceptable."

**Pete Walmsley, Elected 2009**  
**Background - Budget/Finance**

Peter is a third generation Western Washington native, and he grew up in Seattle. Peter's grandparents were small farmers on Suice Creek north of Lake Meridian, and his wife Dixie's grandparents were small farmers near Mt. Vernon. Pete has a BS from California State, and an MBA from the University of Washington. Peter was formerly Chief Finance and Administration Officer for a large health insurance company, and President of a subsidiary HMO. He has been active in various volunteer organizations on Orcas Island for many years and served two terms as a Commissioner for the Port of Orcas. Currently, he is also a Master Gardener for the WSU Extension.

**Bruce Gregory, Natural Resources Planner**  
**Farm and Forest Resource Planning**

Bruce Gregory has been a resident of San Juan Island for over 20 years, and he and his wife, Colleen Howe, have owned and operated Mitchell Bay Farm & Nursery for 18 years.

Bruce is a member of the Agricultural Resources Committee of San Juan County, secretary for the San Juan County Noxious Weed Control Board, is the secretary for the San Juan County Economic Development Council and is the treasurer for the Island Grown Farmer's Cooperative (a local non-profit livestock cooperative that helped create and build the first USDA inspected Mobile Slaughter Unit in the United States). He also serves as a board member of the Northwest Agricultural Business Center in Mt. Vernon, WA.

For the last several years, Bruce has participated in the VOCA/Winrock International Farmer-to-Farmer Program that provides agricultural advice to fruit growers in Kyrgyzstan. He has a bachelor's degree from Idaho State University and is a USDA Certified farm planner with the Natural Resources Conservation Service.

**Dana Nicole Kinsey, Natural Resources Planner**  
**Low Impact Development and Green Infrastructure Planning**

Dana is an island local who grew up in the San Juan Islands on a cattle ranch, was a lifelong 4-H'er and commercially fished for salmon in Puget Sound and Cook Inlet, Alaska.

Dana completed the masters degree program in Landscape Architecture at Cornell University and has her undergraduate degree in American History and Geography from the University of California at Davis. In 2009 she trained and was certified in Low Impact Development technologies from WSU, UW and the Puget Sound Partnership. Her career includes working as a Resource Planner for the National Park Service, a Park Ranger Naturalist for Grand Teton National Park and teaching undergraduate courses in Landscape Architecture and American Indian Studies at Cornell University. Dana is also a member of the Agricultural Resources Committee of San Juan County.

**Josie Byington, Office Manager**  
**Elections and Financial Officer**

Josie moved to San Juan Island in 2008 from Vancouver Island where she worked on humpback and gray whale research projects and ran a web design business. Her previous experience included 5 years as administrator of the Clayoquot Biosphere Project in Tofino, B.C., a not-for-profit organization facilitating research and providing education about the temperate old growth rainforest ecosystem. Moving to Nanaimo, B.C., she then worked as a research assistant for 6 years on fisheries and climate change issues with the Northwest Ecosystem Institute and the Fisheries Sector of the Canadian Climate Impact and Adaptation Research Network.

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**Benchmarks, Timeline, & Actions:**

- *Copy the following table as many times as needed to populate with a few benchmarks, related timeline and 12-month actions for each strategic priority.*

**Strategic Priority:** Assist landowners in the implementation of conservation best practices in agricultural, forested, residential, and commercial settings.

**Measurable Goal:** Prepare 20 Resource Management System farm/forest plans per year that include implementation of BMPs.

Benchmark	Timeline	12 Month Actions
Completed farm/forest plans	ongoing	For each plan 1) visit site and meet with landowner/manager, 2) gather data, 3) develop plan, 4) present plan and provide on-site education on BMPs, 5) present information on cost-share and grant programs to assist plan implementation, and 6) respond to follow-up contact from landowner/manager

**Strategic Priority:** Assist landowners in the implementation of conservation best practices in agricultural, forested, residential, and commercial settings.

**Measurable Goal:** Prepare 22 low impact development (LID) plans including serving as a referral clearinghouse for LID information and resources.

Benchmark	Timeline	12 Month Actions
Completed LID plans	ongoing	For each plan 1) visit site and meet with landowner/manager, 2) gather data, 3) develop plan, 4) present plan and provide on-site education, and 5) respond to follow-up contact from landowner/manager

**Strategic Priority:** Support and promote preservation and expansion of sustainable agriculture in San Juan County and its positive impacts on protection of natural resources

**Measurable Goal:** Participate in the “early warning system” with SJC Assessor and Community Planning & Development Office, respond to 3 requests per year.

Benchmark	Timeline	12 Month Actions
Request from SJC Assessor to develop emergency plans for landowners detected by the “early warning system”	Ongoing	For each plan 1) meet with County Assessor or representative from Community Planning and Development Office 2) visit site and meet with landowner/manager, 3) gather data 4) develop plan, 5) present plan and provide on-site education, and 6) respond to follow-up contact from landowner/manager or County staff

**Strategic Priority:** Support and promote preservation and expansion of sustainable agriculture in San Juan County and its positive impacts on protection of natural resources

**Measurable Goal:** Represent SJICD at 10 board meetings of the San Juan Islands Agricultural Guild, and 20 board meetings of the San Juan County Economic Development Council/Agricultural Resources Committee, and as a member of one Agricultural Preservation Subcommittee at 4 meetings per year

Benchmark	Timeline	12 Month Actions
SJI Agricultural Guild	ongoing	Attend board meetings to help establish a permanent farmers market in the County and advise on other projects that support local farm and forest conservation measures.
SJC EDC / ARC	Ongoing	Attend board meetings, representing the SJICD, to discuss economic development and agricultural resource initiatives



**Strategic Priority:** Support and promote preservation and expansion of sustainable agriculture in San Juan County and its positive impacts on protection of natural resources

**Measurable Goal:** Maintain an accurate and current contact list year-round for San Juan County farm and forest owners who may be interested in cost share programs through EQIP and WHIP funding cycles.

Benchmark	Timeline	12 Month Actions
Contact List	ongoing	1) Evaluate all contacts with landowners/managers for eligibility for funding programs 2) Maintain an e-mail list of landowners/managers 3) Forward information about funding programs

**Strategic Priority:** Partner at the local, regional, state and federal levels in order to increase the efficiency and effectiveness of conservation planning and projects.

**Measurable Goal:** Investigate 5 opportunities for partnering per year.

Benchmark	Timeline	12 Month Actions
Project development	ongoing	1) Initiate conversations with potential partners at conferences, workshops, meetings and informal settings 2) Invite potential partners to board meetings for discussions leading to board endorsement of project & partnership 3) Work on project proposal together

**Strategic Priority:** Serve as an educational and technical resource to San Juan County landowners and managers on agriculture, forestry and natural resource conservation issues

**Measurable Goal:** When presenting 20 farm/forest plans and 22 LID plans per year, educate landowners and managers

Benchmark	Timeline	12 Month Actions
Present farm/forest plan or LID plan	ongoing	1) Site visit to present plan to landowner/manager 2) Review plan materials and resources 3) Demonstrate methods 4) Respond to follow-up questions

**Strategic Priority:** Provide information on natural resource conservation, land stewardship, and low impact development to San Juan County residents

**Measurable Goal:** Attend 5 public events per year, present 2 workshops per year, present 2 tours, prepare 6 press releases per year, 6 electronic newsletters per year, 1 newsletter per year, and continual updates to the web site

Benchmark	Timeline	12 Month Actions
Information booth	May August ongoing	Attend Sustainable Living Fair Attend San Juan County Fair Attend other community events as they occur throughout the year
Workshops	August 2010 ongoing	San Juan County Soil Survey Workshop during SJC Fair Organize other workshops such as composting, native plants, education for realtors, in response to inquiries or opportunities available at community events
Tours	Ongoing	Organize 2 tours for the public to demonstrate conservation and stewardship practices
Publicize SJIC activities, landowner achievements in conservation, low impact development and land	ongoing ongoing August ongoing	1) distribute bi-monthly press releases 2) distribute bi-monthly electronic newsletters (Constant Contact) 3) distribute annual newsletter at booth at SJC Fair 4) update website

stewardship		
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**Strategic Priority:** Ensure that SJICD continues as a stable and reliable conservation resource for the community by securing funding and ensuring the capacity for long range plans.

**Measurable Goal:** Achieve renewal of County Special Assessment funding for 5 years in 2010.

Benchmark	Timeline	12 Month Actions
Assessment	Jan-June 2010	Research and preparation for special assessment renewal request
	May-June 2010	Develop and administer survey of recipients of SJICD services for the past 10 years, analyze data
	June 11, 2010	Hold Public Hearing
	June 12 – July 31, 2010	Prepare renewal request
	July 31, 2010	Present renewal request to County Council

**Strategic Priority:** At all times conduct SJICD operations in an efficient, effective, and fully accountable manner.

**Measurable Goal:** Achieve District In Good Standing certification from the WSCC annually.

Benchmark	Timeline	12 Month Actions
Election	March	Conduct supervisor election in compliance with the Election Procedures Manual
Annual Work Plan	April	Complete the Annual Work Plan
Internal Audit	April	Complete the Internal Audit and address any issues identified
District Operations Review	April	Complete the District Operations Review and address any issues identified
Biennium Budget	May 2010, 2012, 2014	Prepare Biennium Budget
5-Year Plan	May 2010	Complete 5-Year Plan
Annual Audit	June	Complete the Annual Audit
Year End Reporting	June	Complete all year end reports to WSCC and NRCS
Vouchering	Monthly	Complete vouchering
Other requirements	Ongoing	Fulfill obligations

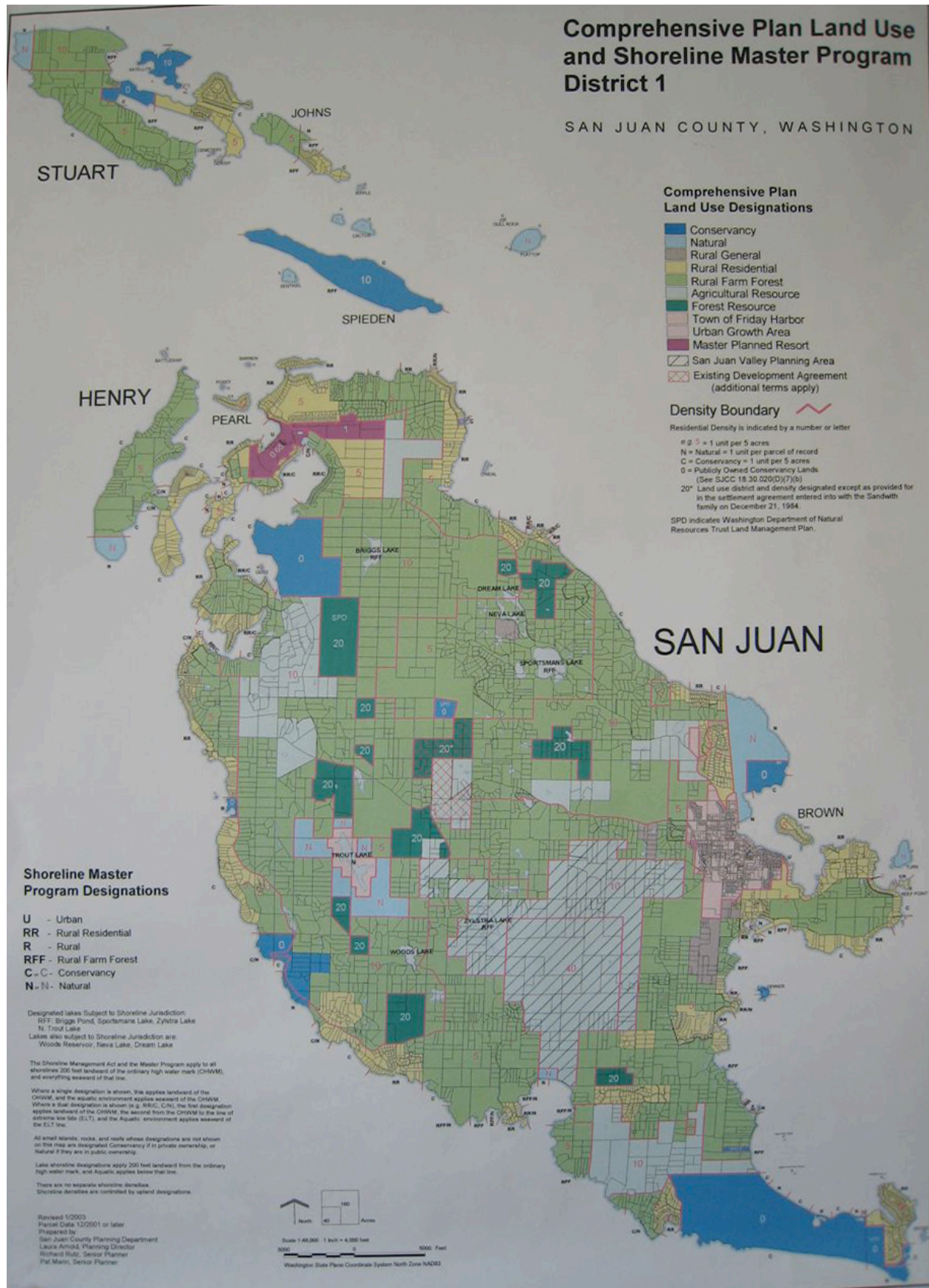
**Strategic Priority:** Provide annual training opportunities for staff.

**Measurable Goal:** Encourage staff to attend WADE training annually and NRCS technical training and WSCC webinar training as it arises.

Benchmark	Timeline	12 Month Actions
WADE	June	Facilitate staff attendance at annual WADE conference
NRCS technical training	Ongoing	Facilitate staff attendance at appropriate NRCS technical training sessions
WSCC webinar training	Ongoing	Facilitate staff participation in WSCC webinars
Other training opportunities	Ongoing	Evaluate requests for additional training from other sources

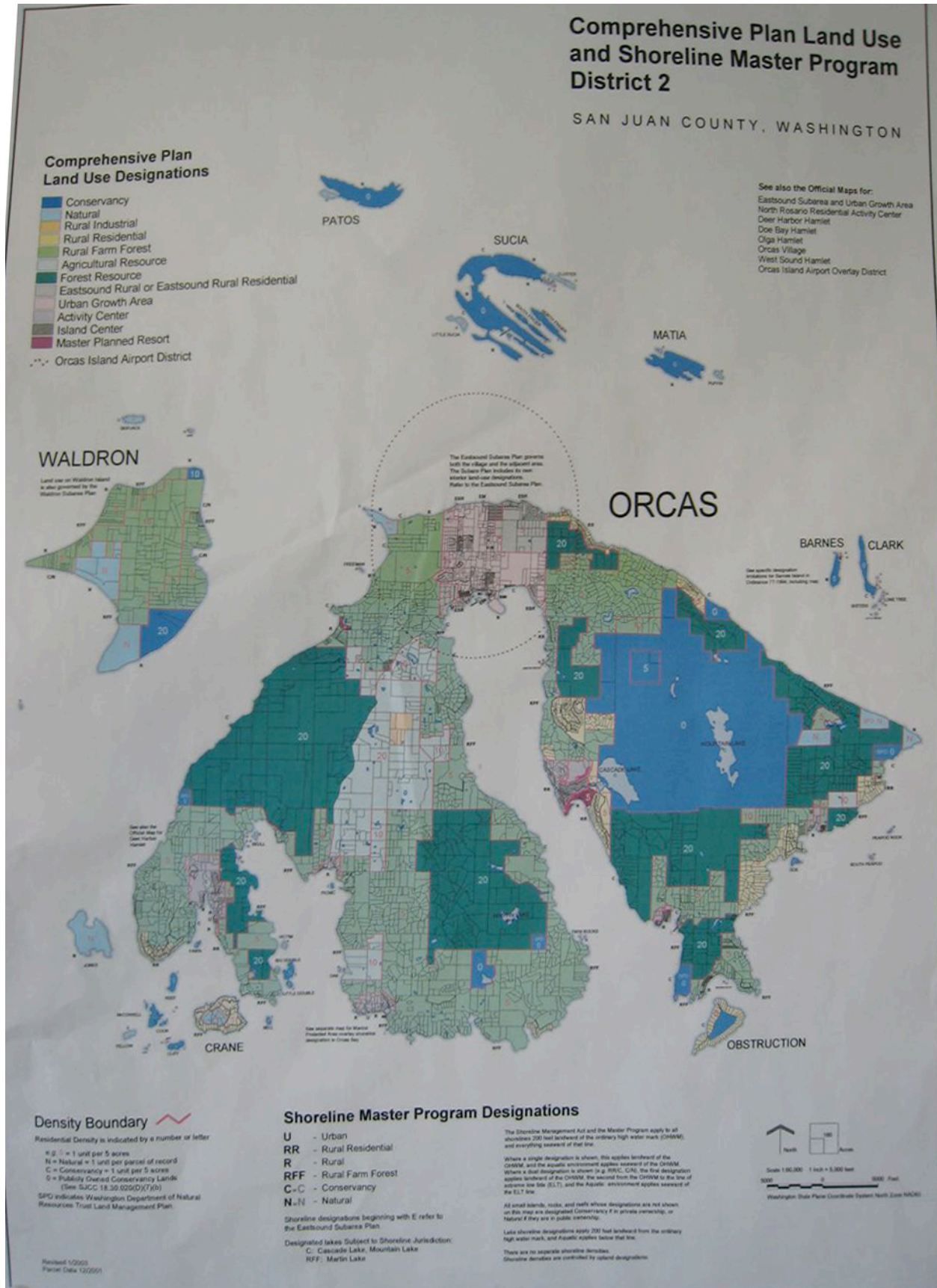
## Washington Conservation Districts assisting land managers with their conservation choices

## Critical Areas in the San Juan Islands: San Juan Island & Stuart Island





## Critical Areas in the San Juan Islands: Orcas Island



## Critical Areas in the San Juan Islands: Lopez Island & Shaw Island

